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ADVANCEMENT OF WOMEN

Implementation of the system-wide medium-term plan for women and development

Report of the Secretary-General

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INTRODUCTION

1. The Economic and Social Council, by its resolution 1985/46, requested the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination (ACC), to prepare a system-wide medium-term plan for women and development for the period 1990-1995. The resultant plan (E/1987/52) adopted by the Council in its resolution 1987/86, translates the Nairobi Forward-looking Strategies for the Advancement of Women 1/ into the planning and programmatic objectives of the organizations of the system and acts as a framework for the system-wide implementation of the Strategies during the period 1990-1995. The Council recommended that ACC make appropriate arrangements to implement the plan, including arrangements for monitoring its implementation.

2. In accordance with Economic and Social Council resolutions 1985/46, 1986/71 and 1987/86, a cross-organizational programme analysis of the activities of the United Nations system for the advancement of women (E/1989/19) was submitted to the Committee for Programme and Coordination (CPC) and to the Economic and Social Council. The report analysed the activities of the United Nations system in relation to the objectives of the Strategies and provided baseline data for verifying and monitoring the progress towards the achievement of the system-wide medium-term plan.

3. Subsequently, the Council, in its resolution 1989/105, requested the Secretary-General, in his capacity as Chairman of ACC, to report to the Committee for Programme and Coordination and the Economic and Social Council, biennially in odd numbered years, on the extent to which the system-wide medium-term plan had been incorporated into the programmes and programme budgets of the organizations of the United Nations system, using as a baseline indicator the cross-organizational programme analysis. The first report was presented to CPC and the Council in 1991 (E/1991/16). It indicated that the plan had raised awareness on the need to identify activities related to women and development, as indicated by a higher level of reporting for regular budget activities during 1990-1991 by the organizations of the system. It also indicated that the organizations had increased their operational activities dealing with specific women-related issues as compared with activities related to comprehensive analysis of the situation of women.

4. The present report is based on information received from 20 organizations of the United Nations system. The organizations were requested to provide information on the activities that had been incorporated into their respective plans and programme budgets in response to the system-wide medium-term plan and on the allocation of resources made to implement related objectives and strategies during the biennium 1992-1993 and those planned for 1994-1995.

5. The report attempts to present an overview of the trends in the incorporation of the plan. Presentation of information with regard to the allocation of resources poses the problem of comparability due to lack of harmonization of programme budget cycles and the varying definitions of activities, subprogrammes and programmes used by organizations of the system. Problems also arise because of the difficulties of disaggregation of resources related to women's issues in a large number of projects and programmes carried out by the system. Nevertheless, an attempt has been made to provide

information on resource allocation on as wide and comparable a basis as possible.

6. In 1991 ACC, following recommendations of CPC at its thirtieth session, submitted a report on programmes and resources of the United Nations system (E/1991/42 and Add.1-2) which included information on, inter alia, women and development. The report presented the information, collected from selected organizations, according to the main programmes of the plan on women and development, and that information is being reflected in the present report for the biennium 1990-1991. It may be noted that the ACC report included resources from all sources of funding, whereas the programme analysis made a distinction between regular and extrabudgetary resources, including material assistance and loans.

I. TRENDS IN THE INCORPORATION OF THE SYSTEM-WIDE MEDIUM-TERM PLAN FOR WOMEN AND DEVELOPMENT IN THE PROGRAMMES AND PLANS OF THE ORGANIZATIONS OF THE SYSTEM

7. There has been increasing attention paid by the organizations of the system to the issue of women and development in their programmes of work and planning instruments and projects. Entities such as the International Research and Training Institute for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM), and the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs (United Nations Office at Vienna), by their constitution and intrinsic work, are fully devoted to the integration of women in development and thus to the advancement of women. INSTRAW undertakes research and designs training programmes to raise awareness of issues related to women and to better assist women to meet new challenges, and UNIFEM focuses on ensuring the direct participation and involvement of women in development, in particular in the decision-making process in economic activities.

8. Several other organizations have developed, in recent years, instruments such as plans, programmes, task forces and/or full programmes or subprogrammes on women and development. The Plan of Action for the Integration of Women in Development of the Food and Agriculture Organization of the United Nations (FAO) remains a high priority in the work of the organization; the Programme and Plan of Action for the Integration of Women in Industrial Development for 1990-1995 of the United Nations Industrial Development Organization (UNIDO) covers the same period as the system-wide medium-term plan on women and development. The International Maritime Organization, which in 1988 set up a Strategy for the Integration of Women in the Maritime Sector, established in 1992 a Plan of Action for the Integration of Women in the Maritime Sector, based on the principles of the Convention on the Elimination of All Forms of Discrimination Against Women, as recommended in the system-wide plan. The third medium-term plan of the United Nations Educational Scientific and Cultural Organization (UNESCO) emphasizes the achievement of equality between the sexes, and, more particularly, the improvement of the status of women is one of the three major priorities in the overall work of the organization. The United Nations Environment Programme (UNEP) continues the emphasis of its outreach programme on women and the environment. The programmatic exercise of the Economic and Social Commission for Asia and the Pacific (ESCAP) contains a full subprogramme on

women in development. ESCAP is planning for the next biennium, 1994-1995, to draft a plan of action for the advancement of women in Asia and the Pacific. The United Nations Drug Control Programme has indicated that the next Inter-agency Meeting on International Drug Abuse Control (1994) will focus on the theme of women, drug abuse and drug control. In the United Nations Secretariat, the Department of Economic and Social Development Task Force on Women and Development continues its related work. The International Trade Centre (ITC) has adopted the theme "Women in trade and development" as one of its global priorities for the medium-term plan, 1992-1997. The World Bank's strategy for women in development, calling for the integration of women's needs into all aspects of development policies and programmes, has gained momentum, and its related activities have increased markedly.

9. Other organizations have included specific aspects of women's issues and concerns in programmes and plans of action within their respective spheres of responsibility. For example, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) assists women and girls within its three main programmes of education, health and relief and social services. The United Nations Conference on Trade and Development (UNCTAD), as the organization mainly responsible for the implementation of the Programme of Action for the Least Developed Countries for the 1990s, 2/ plans to implement recommendations contained therein specifically addressing the role of women in the development process of the least developed countries. The Programme of Action seeks, inter alia, to fully integrate women into the development process both as agents and beneficiaries, and also as agents of the decision-making process. It stresses the need for action to strengthen population policies, health services and education and training which have an impact on the status and role of women, in particular on the need to improve access for girls and women to education facilities and the improvement of maternal and infant care. It also calls for the provision of relevant incentive structures to smallholders, including women and the need for regulations to ensure access of women to related technologies, credit, land tenure and agricultural training and support services.

A. Mainstreaming and activities specific to women

10. The concept of mainstreaming - i.e., the integration of women's issues and concerns into development planning, programmes and projects and, in general, into overall activities - has been reinforced in several organizations, such as in FAO, UNIDO, UNIFEM, the United Nations Centre for Human Settlements (UNCHS), the United Nations Population Fund (UNFPA), IMO, UNEP, ITC and the World Bank. The converse - gender-specific activities and projects to target specific issues relating to women - is also being carried out by these and other organizations. More specifically, organizations such as ITC and UNIDO stress the usefulness of specific programmes and projects that address very specific needs or constraints for their incorporation into mainstream development.

B. Gender-sensitization efforts

11. Another characteristic that is salient in the work of the organizations is the drive to make their activities, in general, more gender-sensitive. FAO has developed a Gender Assessment Code to identify implications for rural women in

all of FAO's field programme activities. It has assisted various countries in making agricultural censuses gender-sensitive and has participated in inter-agency consultations dealing with statistics and databases on gender in agriculture and rural development. Technical supplements for the Social and Gender Analysis Programme will assist other FAO technical services to consider social and gender issues in project formulation in other sectors. UNIFEM, UNIDO, IMO, FAO and the World Bank provide in-house training to address gender concerns, make their staff more aware of gender-specific constraints, and facilitate wider use, for example, of gender-neutral language in project design and monitoring and in income-generating, health and education activities. Studies on gender stereotyping and on literature promoting self-esteem in the education field are stressed by UNIFEM. INSTRAW and UNIFEM both promote the formulation of gender-sensitive agricultural policies and the training of researchers on gender-analysis. Work to make statistical data more gender-sensitive at national, regional and international levels is carried out by INSTRAW, while UNIDO is developing a women-specific database industry. FAO, UNDP and the World Bank are collaborating in the development of a new training strategy and methodology to increase the capacity of developing countries and the United Nations system to formulate programmes and projects that incorporate both gender and social analysis. A component of this activity includes the training of trainers in social and gender analysis to make mainstream development activities more gender-responsive and to integrate social and gender concerns into other sectoral themes. UNDP is devising a human development strategy for sustainable development which recognizes gender as a key element for agricultural productivity and sustainability. UNEP and UNCHS plan to incorporate gender issues into their work programmes, projects and activities for 1994. The World Bank incorporates the gender issue in its policy and strategic thinking through an increasing number of country and sector strategies that encourage the development of gender-sensitive national policy changes and lending operations that address women's needs.

C. Women and environment

12. An indicator of the greater emphasis placed on efforts to involve women in development is the newly focused interest among organizations to include women as an important component of activities relating to the environment. Although activities related to the role of women in the environment are not included in the system-wide medium-term plan, many organizations report their concern on this issue. Increased awareness of the potential contribution of women to sustainable development is an important component of Agenda 21. 3/ In addition to UNEP's direct concern, organizations such as FAO, ESCAP, UNIFEM, UNFPA, INSTRAW, and the Department of Economic and Social Development (United Nations Secretariat) indicate their desire and efforts to maintain the momentum achieved so as to take fully into account women's concerns in the process since the United Nations Conference on Environment and Development, including follow-up work to ensure that women are included in national policies, decisions and the flow of resources needed for effective implementation of Agenda 21, and to ensure the access of women to high-level decision-making. UNIFEM activities should ensure that peasant women's priorities are integrated into Agenda 21 and that indigenous, landless and small landholding women farmers participate in decisions on priorities and modalities for implementation of Agenda 21. The Department of Economic and Social Development, in cooperation with INSTRAW, is

developing over 80 prototype project proposals addressing issues raised in Agenda 21 in relation to the role of women in environmentally sound and sustainable development - in particular, in population, management skill training, energy and natural resources, and income-generation activities.

13. Other activities that relate to women and the environment include a UNESCO project on the role of women in the use of alternative strategies for the improvement of the environment and living conditions in marginalized urban areas. UNESCO has collaborated in organizing a conference on women in environment and also organized a seminar on environmental education addressing women. Further, UNESCO's programme Man and the Biosphere takes into consideration the participation of women and their role in the management of natural resources and the protection of the environment. ESCAP supports a regional meeting on women and environmentally sound, sustainable development. UNFPA supported workshops on population, women and development during the United Nations Conference on Environment and Development. FAO supports training, information dissemination, the preparation of guidelines and manuals, and research on activities for sustainable development, population and the environment which involve, among others, rural women. The Programme of Action for the least developed countries for the 1990s, the implementation of which is a responsibility of UNCTAD, calls for the involvement of women in environmental issues.

D. Strengthening organizations

14. As a first step towards strengthening their institutional capacities to respond to women's concerns, organizations developed the mechanism of focal points to assist in catalysing and strengthening related activities. In many cases, the focal point network has been extended into a unit, an advisory group or a division. For example, FAO reports additional mechanisms such as the Unit of Women in Agricultural Production and Rural Development and the setting up of special task forces to deal with specific issues such as the elaboration of the Gender Assessment Code. The UNEP Senior Women Advisory Group on Sustainable Development, established in 1985, continues its outreach efforts to include women in environmental issues, and more recently in 1991, UNEP formed the ad hoc United Nations Working Group on Women and Environment, a mechanism that involves 12 United Nations agencies and the Bretton Woods institutions, which made substantive contributions to Agenda 21. The United Nations Conference on Environment and Development appointed a Special Adviser on Women, Environment and Development. ITC is studying the establishment of a unit for the integration of women into trade and development, an expansion of the already established focal point mechanism. In addition to the Women-in-development Division of the World Bank and regional women-in-development coordinators and specialists recently appointed in the various regions, the Bank has added a women-in-development coordinator to its Economic Development Institute, and related staff also assist its Operations Evaluation Department.

E. Wider involvement of the organizations in activities relating to women and development

15. Overall, the wider involvement of the organizations of the system in the implementation of the system-wide medium-term plan is reflected in the increased number of organizations that are implementing activities related to each of the programmes and subprogrammes. Table 1 indicates that in 19 out of the 23 subprogrammes, there had been an increase between 1987, when the recommendations of the plan were initially addressed to the organizations of the system, and 1991 in the number of organizations carrying out related activities. The plan had recommended that 28 organizations be involved. In 1991 there was a 7 per cent increase in the number that agreed to implement the plan. The annex to this report lists the organizations that are carrying out activities during the biennium 1992-1993 in implementation of the plan for women and development.

Table 1. Number of organizations concerned with specific issues of the system-wide medium-term plan for women and development, 1990-1995

	Programme and subprogramme	Organizations included in the plan in 1987	Organizations carrying out related activities in 1988-1989	Organizations that agreed to implement the plan in 1991
1.	Elimination of legal and attitudinal forms of discrimination			
1.1	International standards	4	3	5
1.2	Promoting more positive attitudes towards the role of women and development	18	17	20
2.	Access to productive resources, income and employment			
2.1	Overall trends and policies in women's employment	14	5	14
2.2	Vocational training and training on women and development	13	16	18
2.3	Food and agriculture	14	12	16
2.4	Industry	11	6	12
2.5	Entrepreneurship and access to credit	7	11	13
2.6	Informal sector	17	9	18
3.	Access to services			
3.1	Health, nutrition and family planning	13	17	16
3.2	Literacy and education	8	8	11

	Programme and subprogramme	Organizations included in the plan in 1987	Organizations carrying out related activities in 1988-1989	Organizations that agreed to implement the plan in 1991
3.3	Housing, settlement, water, energy and transport	14	11	17
3.4	Other social infrastructure and support services	13	11	16
4.	Decision-making			
4.1	Participation in management and decision-making	14	8	17
4.2	Participation in groups, associations, cooperatives, trade unions and other non-governmental organizations	8	12	16
5.	Improving means of international action			
5.1	Development of statistics and indicators	15	10	15
5.2	Information dissemination	13	15	16
5.3	Research, policy analysis and dissemination	17	11	19
5.4	Technical cooperation, training and advisory services	16	24 a/	19
5.5	Science and technology	8	12	10
6.	Comprehensive approaches to women and development			

	Programme and subprogramme	Organizations included in the plan in 1987	Organizations carrying out related activities in 1988-1989	Organizations that agreed to implement the plan in 1991
6.1	Analysis of the interrelationship of factors affecting women and development	18	6	21
6.2	Monitoring and review and appraisal of basic policy guidelines and national experience	16	8	17
6.3	Strengthening national machineries and mechanisms for planning and policy-making	11	10	12
6.4	Coordinating a system-wide approach to women and development	11	6	United Nations system

a/ This number is comparatively high owing to the methodology used in the report, which considered projects that involved technical cooperation activities that could benefit women.

F. Resources devoted to activities involving women's issues

16. Table 2 provides information on the estimated resources devoted to activities related to the recommendations of the plan. In view of the difficulties and problems referred to in paragraph 5 above, the information on resources should be interpreted continuously and should be seen as indicative of the trend in the attention of the organizations to the subject-matter, rather than as a strict quantitative analysis. Furthermore, this information is limited by the data available on various organizations, the fact that many related activities are mainstreamed in the various sectoral areas, and in particular, the perception that a pattern of consistency would facilitate reporting on resources. Furthermore, information on resources related to the current biennium (1992-1993) is not readily available for several of the organizations.

Table 2. Resources a/ devoted to women and development

(Millions of US dollars)

Organization	1988-1889 b/	1990-1991 c/	1992-1993
United Nations	33.90	20.6	..
UNICEF	.07	145.3	..
UNRWA	258.7	53.4	279.5
UNDP	4.9	16.7	..
UNFPA	16.1	7.0	..
WFP	323.9	552.0	..
ILO	44.1	46.7	..
FAO	86.3	89.2	..
WHO	109.3	358.0	..
UNESCO	8.4	2.3	4.6
UNIDO	3.2	4.5	4.3
Total	885.2	1 295.7	..

a/ Estimated, from all sources of funding.

b/ Cross-organizational programme analysis.

c/ "Annual overview report of the Administrative Committee on Coordination for 1990" (E/1991/42 and Add.1-2).

17. Table 2 indicates an increase in resources devoted to women and development. In the case of UNRWA the figure for 1990-1991 does not include specialized services for women, since such services are part of the primary

health care system and their cost was not separately identified. However, UNRWA has reported estimated resources of $279.5 million for the current biennium, which includes education, health and relief and social services, which were also reported for the baseline indicators.

18. For other organizations, such as the World Bank, an indication of greater attention to women's issues may be drawn from the fact that in 1991-1992 approximately 40 per cent of the World Bank's lending operations included action to benefit women. This compares to 30 percent for operations in 1990, 22 per cent in 1989 and 11 per cent in 1988. Eighty-five projects out of a total of 226 for 1992 include activities to integrate women's needs into development programmes. The Bank's priority areas include education (at least through the secondary level), health and family planing services, information, credit and other measures to assist women farmers or entrepreneurs in the private sector, and the wage labour force. In addition, all lending programmes that benefit population, health and nutrition include women's issues, and this concern is also included in leading operations in selected countries for activities in areas such as natural resource management, water supply and sanitation, urban and transport infrastructure and energy.

II. IMPLEMENTATION OF THE OBJECTIVES OF THE SYSTEM-WIDE MEDIUM-TERM PLAN FOR WOMEN AND DEVELOPMENT

19. The organizations of the system reported on a large number of activities that relate to the objectives of the system-wide medium-term plan for women and development. A survey of these activities, as they relate to various subprogramme objectives, is presented below.

1. Elimination of legal and attitudinal forms of discrimination

1.1. International standards

20. The main entities of the system responsible for implementing this subprogramme are the Division for the Advancement of Women of the Centre for Social and Humanitarian Affairs and the ILO. In addition, INSTRAW supports activities for consciousness-raising and education through the dissemination of information to make women aware of their status. UNEP focuses on advancing environmental literacy and action among women to facilitate women's participation in environmental management. The ESCAP advisory services promote legal awareness, and workshops deal with legal literacy among women. ECLAC legal reports, workshops and technical assistance have focused on the improvement of the legal and institutional framework for the integration of women in development. The World Bank women-in-development country assessments and action plans include, in the review of the situation of women in the productive and social sector, the macroeconomic, cultural and legal context for their participation in development. Issue papers consider the findings of legal studies on women's status and rights, and the relationship of women and structural adjustment.

1.2. Promoting more positive attitudes towards the role of women and development

21. UNIFEM supports seminars and workshops on gender stereotyping and assistance to women's networks that deal with violence and women, following recommendations of the Programme of Action for the least developed countries for the 1990s. UNCTAD assists in promoting a positive image of women, raising consciousness of women's rights, fostering the awareness and participation of men in the elaboration and implementation of measures to promote the role of women and promote the full participation of women in the decision-making process. UNFPA information, education and communication activities cover issues as varied as the multiple roles and contributions of women in development, elimination of negative stereotyping, training in parenthood, and responsibilities of men and women in family life. UNCHS develops workshops and training modules, and ESCAP includes studies on the status and the participation of women in development. ECLAC has undertaken studies on women in various societies of the region, on the role of non-governmental organizations, educational institutions and women's organizations in the promotion of women in development. IMO is elaborating guidelines for the participation of women in the formulation of programmes and projects in maritime affairs.

2. Access to productive resources, income and employment

2.1. Overall trends and policies in women's employment

22. In response to the new skill requirements that are being demanded of women as they change positions in employment, some organizations are providing related assistance. For example, UNIFEM in collaboration with the United Nations University Institute for New Technologies, conducts research on the impact of new technologies on women's employment, and the World Bank will look into how education and training institutions respond to these changing labour requirements.

2.2. Vocational training and training on women and development

23. ESCAP promotes the diversification of women's skills in technology and will formulate relevant guidelines. UNIFEM promotes activities for the improvement of leadership and organizational skills of women as they move from the grass-roots level into the development process. UNESCO's pilot projects promote access by young girls and women to vocational and professional training, including agricultural training for the improvement of skills and productivity of rural women. Seminars and workshops will promote the access of women to teaching positions in professional training and the use of appropriate training addressing women's needs. In collaboration with the ILO, UNESCO organizes an international project to encourage access to education for all, including young girls and women. FAO assists in the development of guidelines on non-formal population education for women in agriculture and rural development.

2.3. Food and agriculture

24. FAO encourages the formulation of policies and strategies for women in development in agricultural and rural development, and the strengthening of women-in-development units within ministries of agriculture to integrate women's issues into national programmes and projects. It also assists in national capacity-building in the management of gender-oriented agriculture projects, research on gender factors in agricultural production activities and, where appropriate, assistance in the planning and execution of projects specifically targeted to rural women. UNDP is completing a human development strategy for sustainable agriculture which will emphasize gender for the advancement of agricultural productivity and sustainability. Further, UNDP country programmes are increasingly considering the implications of employment, income-generating in agriculture, cottage and small-scale industries in terms of the benefits that women can reap in these areas for achieving minimum economic potential, which is considered a requisite for their more effective participation in development. UNESCO's related activities include training for rural trainers, a publication on the role of women in pastoral and agro-pastoral societies for the improvement of arid and semi-arid lands. ITC includes, whenever opportune and practical, the women's dimension in projects on the market development of commodities and agro-based products. ESCAP's research activities on poverty alleviation and rural disadvantaged groups include rural women. The United Nations Drug Control Programme works on integrated rural development and crop substitution programmes to promote the access of women to productive roles. The World Bank promotes women's access to agricultural extension and appropriate technologies.

2.4. Industry

25. Responding to this subprogramme, UNIDO seeks to enhance the contribution of women in the industrialization process to enable them to participate in industrial decision-making and in the benefits of development. UNIDO's programme focuses, inter alia, on the integration of women in the development and implementation of the programme/project cycle, studies and research activities on women's roles and participation in industrial development, programmes and projects that specifically target women entrepreneurs, assistance for related technical training programmes and development of appropriate technologies for rural women. As patterns of industrialization change, UNIDO considers it essential to assist women in keeping up with new trends, such as the move from labour-intensive assembly-oriented sectors towards skill- and technology-intensive processes. Therefore, women's access to education and training should be enhanced through advisory assistance to remove policy, legal and institutional barriers that affect women, the dissemination of the potential of women's role in industrial development and the improvement of employment opportunities. UNIDO will foster women's skills development and training in entrepreneurship and management, while also addressing issues related to industry and health, safety and working conditions of women workers and the potential of labour-saving, energy-saving and clean technologies for improving women's productivity and income. The development of a related database will provide gender-specific quantitative and qualitative information on the role of women in industry.

26. Other organizations, such as ESCAP, provide advisory services on the promotion of women's involvement in industry and technology.

2.5. Entrepreneurship and access to credit

27. UNIFEM encourages greater involvement of women in trade, entrepreneurship activities and industry. Gender-sensitive financial policies, elaboration of strategies and instruments to promote credit for women and make credit more available to women in poverty are some of UNIFEM's activities. The development of small and medium-scale enterprises will be strengthened by UNDP for increasing off-farm income-generating opportunities and employment for women. ESCAP also promotes women's access to formal credit and financial institutions. ITC will respond to new opportunities for women in the manufacturing sector, in particular, in computer-related services, by publicizing such possibilities and the promotion of export-related activities. ITC also assists women entrepreneurs and businesswomen in export production and trade.

2.6. Informal sector

28. INSTRAW, in collaboration with Department of Economic and Social Development, FAO and the ILO, will develop methods to measure the contribution of women to the informal sector through paid and unpaid remuneration.

29. The activities of the Department foster policies for a more equitable partnership by women in the formal and informal sectors and assist in increasing women's participation in small-scale artisanal mining, including guidelines for the development of those industrial enterprises that also address issues related to women. ECLAC has dealt with the feminization of the informal sector in the

Latin American and Caribbean region, while ESCAP will report to the Commission on the Status of Women on the role of women in the informal sector in the Asia and the Pacific region. UNESCO has organized a meeting on the role of women in the informal sector since that sector contributes to the development of interdependent world economies. Other activities will look at ways to avoid the risk of women involved in this sector becoming vulnerable. UNESCO will also promote activities for sensitizing planners on the need for training programmes adapted to women involved in the informal sector.

3. Access to services

3.1. Health, nutrition and family planning

30. UNFPA continues its considerable activities in the areas of maternal and child health and family planning. It also participates and supports programmes within the Safe Motherhood initiative of the World Bank, the WHO special programme of research, development and training in human reproduction, and in the revision of the UNICEF Facts of Life. Jointly, UNFPA/UNICEF/WHO have prepared a health-related brochure on traditional birth attendants. UNFPA also assists women's organizations in strengthening their capabilities for promoting reproductive health with a woman's perspective. ESCAP works on determinants of fertility, management of information systems for mother and child health and family planning programmes, and on studies on the acceptance of family planning. ECLAC has undertaken a study on young women's health, in particular, on early teen pregnancy, and another study has focused on the potential leadership role of women in population-related matters. UNESCO, in preparation for the International Congress on Education, Population and Development, to be held in Turkey in 1993, will publish a study based on 20 years of action and experience on education and population. The Department of Economic and Social Development has presented papers on women-in-development issues to meetings concerned with population and women. FAO assists in the development of guidelines on non-formal population education for women in agricultural and rural development. The United Nations Drug Control Programme addresses the role of women within the framework of the United Nations Decade against Drug Abuse and the United Nations System-wide Action Plan on Drug Abuse Control. In that context, the Drug Control Programme, in collaboration with WHO, INSTRAW and the Division for the Advancement of Women, is coordinating a paper to be submitted to the 1994 Inter-agency Meeting on Coordination on Matters of International Drug Abuse Control, devoted to women, drug abuse and drug control. It is also preparing guidelines related to maternal and child reproduction and substance abuse.

31. The widening prevalence and spread of the HIV infection and AIDS is having an increasing impact on women and children. WHO, as the major organization in the field of health, gives attention to the issue in the WHO Global Programme on AIDS. Various organizations are also responding on their own to the challenge. UNESCO, for example, has conducted a study on education for the prevention of AIDS and the role of women and plans to organize related regional seminars. UNFPA projects on population education for women and girls, several of which are executed by UNESCO, include topics related to the status of women and the prevention of AIDS. UNDCP collaborates with the ILO, FAO, WHO, ECLAC and INSTRAW on the mobilization of women for drug addiction rehabilitation, on women and HIV infection and the role of women in the prevention of drug trafficking.

UNDCP plans to present to the Commission on the Status of Women and to the Fourth World Conference on Women papers on women, drug consumption and AIDS.

3.2. Literacy and education

32. UNESCO emphasizes activities on literacy for rural women and the development and strengthening of women's capacities for decision-making responsibilities. In implementing the recommendations of the World Conference on Education for All, held at Jomtien, Thailand, in 1990, UNESCO promotes functional literacy, vocational training, training of personnel for literacy, and health-related material that benefits rural women and children, young girls, and women of ethnic and indigenous groups. The organization is initiating a research programme on women and adult education, including activities to promote the empowerment of women. Case studies have dealt with factors on access to primary education for young girls, including those within disadvantaged groups. UNESCO's publication on the participation of women in the fields of culture and arts gives a view of the participation of women in these fields over the past 10 years and, in particular, of cultural constraints to women's rights. UNESCO continues activities related to the Convention against Discrimination in Education, which includes provisions for the elimination of barriers to education for girls and facilitation of access to all forms of education, including high-level education in all disciplines; the recommendation on the status of teaching personnel for achieving equality of opportunity for both sexes to access to education; and the recommendation on the development of education for adults, including women. Moreover, UNESCO's activities on the improvement of the role of women include women's contribution to the fight against poverty, illiteracy, and prevention of drug abuse, in particular by young adult women. UNDP addresses the gender gap in education by emphasizing the mobilization of support to facilitate education for girls, through parent and community involvement, the reduction of domestic demands, equality in training opportunities for female teachers and non-formal education for women. The UNDP Education for All Programme includes the issues of basic education and training for women and girls and "learning for gender equity".

3.3. Housing, settlement, water, energy and transport

33. Various activities of UNCHS, including research, expert group meetings and workshops, promote gender awareness on settlement programmes and the living conditions of women-headed households. The UNDP's initiative on the promotion of the role of women in water and environmental sanitation services, world-wide in scope, supports the involvement of women in activities related to sustainable, effectively used and environmentally sound drinking water supply and sanitation. ESCAP publicizes women's participation in human settlements, the management and safeguarding of water resources, and urbanization. The Department of Economic and Social Development, INSTRAW, UNIFEM and ESCAP support related activities such as the preparation of training modules, dissemination of technologies on water supply and energy, and the promotion of environmentally safe basic biogas technologies.

3.4. Other social infrastructure and support services

34. Several organizations, such as UNIFEM, UNHCR, the World Bank, and UNRWA, carry out activities for the direct relief of refugees and displaced people, of whom women constitute a large percentage. Projects executed by UNDP and involving organizations such as the ILO, WHO/PAHO, UNICEF, the World Food Programme (WFP) and non-governmental organizations assist this population group through services of basic education, health promotion, community development, income generation and initiatives for reincorporating refugees into their societies of origin. UNIFEM and ECLAC have supported activities related to the elimination of violence to women refugees and within the domestic sphere. The World Bank poverty studies address the improvement of social services to target vulnerable groups, including women.

4. Decision-making

4.1. Participation in management and decision-making

35. The Department of Economic and Social Development, ESCAP, UNFPA, UNCHS, IMO and ITC promote the participation of women in management through training of women political leaders, dissemination of methods and techniques for women's wider participation in public management and public life, expansion of opportunities in public service, sensitizing authorities on appropriate training, fellowships for training in high-level posts in the maritime field, and training for health professionals. UNFPA supports internal leadership activities, such as the establishment of a subcommittee on women, population and development, which focuses, inter alia, on equality of opportunities at all levels of responsibility, management and decision-making. UNDP will address the need to increase the number of women in its activities, including women national experts, and is in the process of drafting guidelines for the promotion of women in management.

4.2. Participation in groups, associations, cooperatives, trade unions and other non-governmental organizations

36. INSTRAW and UNIFEM carry out research, advocacy and training activities promoting women's associations and groups, promoting philanthropic work for grass-roots women's development, and training non-governmental women's organizations in fund-raising efforts to promote women's health, education, and social and political development. ITC assists women's enterprises and cooperatives for improved production performance and market expertise, and the World Bank encourages business management training institutions to include trained female entrepreneurs and leaders of women's organizations.

5. Improving means of international action

5.1. Development of statistics and indicators

37. There are many relevant activities being carried out by organizations such as FAO, INSTRAW, UNIFEM, ECE, ESCAP, the Department of Economic and Social Development, UNDP, UNIDO, IMO, ITC and the World Bank.

38. The United Nations Women's Indicators and Statistics Database (WISTAT) was developed. World's Women, 1970-1990: Trends and Statistics, 4/ in which UNFPA, UNICEF, INSTRAW, the Division on the Advancement of Women, and UNIFEM collaborated, was published. The Department of Economic and Social Development, in cooperation with the women-in-development subgroup of the Joint Consultative Group on Policy, responds to requests for assistance in developing related databases. In addition, two priority concerns for the Department in gender statistics are the improvement of statistics on women's participation in the informal sector and assistance in the development of national databases on women, population and development. INSTRAW provides training and advisory services for improvement of the international standard classification system. Human Development Report, 5/ published by UNDP, gives information on gender-disaggregated statistics. IMO and ITC are involved in the elaboration of databases on women within their respective spheres of responsibility. ESCAP carries out activities involving the publication of statistics on women in region, and offers training and advisory services on improving those statistics. While there is no specific mandate for ECE related to women and development, some studies are undertaken within the context of other major studies. A study on the part-time work of women and another on the demographic, social and economic situations of older women are related to the annual economic surveys and to studies on issues of population aging in the region. UNCTAD's related work focuses on the preparation of social and economic indicators on the status of women in the least developed countries. FAO assists in the development of mechanisms to improve gender-specific data collection in agricultural and rural development censuses.

5.2. Information dissemination

39. UNESCO publishes or produces magazines, journals, television and audio-visual material for disseminating information on the status of women. The establishment of the Summer Universities programme allows women involved in fields such as teaching, journalism, television, industry, the social sciences etc. to discuss the role of women in the democratization process and in cultural and political fields. ESCAP continues the publication of the Women's Information Network for Asia and the Pacific (WINAP) newsletter. It also undertakes the publication of two directories - of women experts in Asia and the Pacific, and of national focal points for the advancement of women in Asia and the Pacific. IMO's activities on matters related to women within the maritime sector include the establishment of a network, the use of audio-visual material promoting employment opportunities, and the sensitization of related training institutions.

5.3. Research, policy analysis and dissemination

40. INSTRAW's research on women, environment and sustainable development highlights, inter alia, the impact of environmental policies on women. UNIFEM sensitizes producers and users of statistics to assess the gender-responsiveness of the collection, analysis and use of information and research. The 1993 Report on the World Social Situation 6/ and the 1992 World Economic Survey, 7/ prepared by the Department of Economic and Social Development, cover women-related issues, such as special problems of women's access to mainstream economic activity and social services and the socio-economic advancement of women. UNESCO's studies on the role of women in policy-making in education in

the Commonwealth Caribbean have emphasized the gender dimension in education. Research on issues related to women, feasibility studies on the establishment of a database on activities related to women, and a publication on the implications of the present transitional period of the Central and Eastern European countries to women will also be undertaken. All the organizations of the system are involved in the preparation of the 1994 World Survey on the Role of Women in Development. It should identify obstacles to women's economic role in key areas of development, with particular focus on the socio-economic aspects of emerging trends with respect to women and education, health, population, income distribution, employment and the environment, and the participation of women in economic and political decision-making and their economic role at the national, regional and international levels.

5.4. Technical cooperation, training and advisory services

41. UNDP, FAO and the Economic Development Institute of the World Bank have jointly organized a gender-training programme. UNESCO supports training of women teachers in rural areas, focusing on the relationship of education and development. ECLAC's technical assistance includes research, collection and the exchange of information and the establishment of institutional networking for the promotion of women's participation in culture. IMO supports seminars and the elaboration of guidelines for women graduates of the World Maritime University and the IMO International Maritime Law Institute. ITC's training activities focus on capacity-building for business and professional women at all levels of responsibility, in particular in the fields of import operations and techniques.

5.5. Science and technology

42. UNESCO's activities include support of a network of women in science and technology; cooperation with the International Council of Scientific Unions on a study on women and young girls in the mathematics field; collaboration with university institutions in Latin America on guidelines for the teaching of science and technology which take into consideration the needs and interests of young girls and women, while maintaining contact with a related international network and relevant institutions for implementing those guidelines; support of study tours and fellowships for the participation of women in training courses in science. In January of 1993, UNESCO organized the first conference of the Third World Organization for Women in Science. It supports a science clinic to encourage young girls to pursue careers in the sciences and fellowships for the training of women in science. UNIFEM disseminates information to women on science and technology and supports bio-technology activities for women involved in the commercialization of such techniques.

6. Comprehensive approaches to women and development

6.1. Analysis of the interrelationship of factors affecting women and development

43. ESCAP's activities include the preparation of 16 country reports on the implementation of the Nairobi Forward-looking Strategies. INSTRAW will continue a programme of evaluation of development strategies and programmes, mainly of

those related to the impact of credit over a period of time, a by-product of which will be a typology for credit projects. ESCAP will organize an expert group meeting in preparation for the Ministerial Conference on Women in Development (1993) and will organize an Asian and Pacific workshop for NGOs on women in development. UNIFEM will study the results of an evaluation of the Fund's technology and credit projects for future related activities. The World Bank examines the relationships between women, poverty and economic development.

6.2. Monitoring and review and appraisal of basic policy guidelines and national experience

44. UNIFEM envisages continued activities relating to the recommendations of chapter 24 of Agenda 21, entitled "Global action for women towards sustainable and equitable development", in particular in the monitoring and accountability by the international community of action programmes to promote women in development. UNCHS activities include the elaboration of methodologies and indicators to monitor the participation of women in the Global Shelter Strategy in various countries.

6.3. Strengthening national machineries and mechanisms for planning and policy-making

45. UNIFEM is developing initiatives to support national machineries and their contributions to the Fourth World Conference on Women, to be held in Beijing in 1995. It also collaborates with UNICEF in sponsoring meetings of national machineries to promote capacity-building and foster information-sharing on specific issues. It plans to conduct a review of national machineries and non-governmental organizations for broader partnership in future agenda-setting. INSTRAW involves relevant national machineries in all of its training activities. ESCAP will support expert group meetings in preparing for the Second Ministerial Conference on Women in Development (1993) and workshops and studies on, inter alia, the integration of women's concerns into development planning.

6.4. Coordinating a system-wide approach to women and development

46. UNIFEM participates in the women-in-development subgroup of the Joint Consultative Group on Policy and is also involved in the United Nations and Financial Institutions ad hoc Working Group on Women in Development. Task forces and working groups assist in the revitalization of women-in-development work at FAO. In addition to the Gender Assessment Code, FAO has devised an assessment system to complement the systematic integration of gender-sensitization and women-in-development objectives in the organization's regular programme activities. At the central level, a senior officer in FAO assists various FAO technical units to integrate related women's issues into their respective work programmes. FAO, UNIFEM, UNIDO, UNDCP, UNEP, the Department of Economic and Social Development, ECLAC and ITC are all involved in preparations for the forthcoming Fourth World Conference on Women, to be held in Beijing in 1995, in the form of, for example, regional preparatory meetings (in the case of ECLAC) and contributions of studies and papers.

III. CONCLUSIONS

47. An overview of the trends in the activities of the organizations of the United Nations system suggests that there is increased awareness and recognition of the issue of the integration of women in economic development. Evidence is available in, for example, the establishment of specific instruments for encouraging the integration of women into the various economic sectors, such as agriculture, industry, education, trade, drug control and maritime affairs. Further, the system recognizes and supports a widening role for women in the pursuit of environmentally sustainable development, an important dimension of Agenda 21 and other pronouncements emerging from the recent United Nations Conference on Environment and Development.

48. Another important indication of the increasing integration of women's issues into the mainstream of the system's activities is the strengthening, widening and more efficient use of focal points for women in many organizations. By extending the focal point mechanisms and, as their responsibilities increase, integrating them into greater organizational entities, the system is moving beyond treating women's issues as an adjunct to mainstream activities.

49. While progress is particularly noteworthy in activities at the global level, such as those in the subprogramme on international standards or in the programme on improving the means of international action, less clear results have been noted in activities that may be national in scope.

50. Despite the overall encouraging trends, a great deal of effort still needs to be made on a systemic and coordinated basis so that the development activities of the system - whether normative, programmatic or operational - reflect the full significance of the role and contribution of women to the development process. The second system-wide medium-term plan for the advancement of women for the period 1996-2001 and the convening of the Fourth World Conference on Women should give further impetus to this system-wide endeavour.

Notes

1/ See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ See "Report of the Second United Nations Conference on the Least Developed Countries, Paris, 31-14 September 1990" (A/CONF.147/18), part one.

3/ See "Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992" (A/CONF.151/26), vol. I, chap. I, annex II.

4/ United Nations publication, Sales No. E.90.XVII.3.

5/ United Nations Development Programme (New York, 1993).

Notes (continued)

6/ United Nations publication, Sales No. E.93.IV.2.

7/ United Nations publication, Sales No. E.92.II.C.1.

Annex

ORGANIZATIONS THAT ARE IMPLEMENTING THE SYSTEM-WIDE MEDIUM-TERM PLAN FOR WOMEN AND DEVELOPMENT IN 1992-1993

1.	Elimination of legal and attitudinal forms of discrimination	
1.1	International Standards	UNIFEM, World Bank, United Nations (ECLAC), UNESCO, FAO, UNEP, INSTRAW
1.2	Promoting more positive attitudes towards the role of women and development	UNIFEM, UNESCO, UNFPA, FAO, World Bank, UNIDO, IMO, INSTRAW, United Nations (ESCAP, ECLAC, UNEP, UNCTAD, Habitat
2.	Access to productive resources, income and development	
2.1	Overall trends and policies in women's employment	UNIFEM, IMO, UNIDO, United Nations (ESCAP), World Bank
2.2	Vocational training and training on women and development	United Nations (UNDCP, UNEP, ESCAP, Habitat), UNIFEM, FAO, UNIDO, UNFPA, World Bank, UNDP
2.3	Food and agriculture	FAO, UNIFEM, World Bank, INSTRAW, United Nations (ESCAP, ECE, UNDCP, UNEP), UNIDO, UNDP, ITC
2.4	Industry	UNIDO, UNIFEM, United Nations (ESCAP), World Bank
2.5	Entrepreneurship and access to credit	UNIFEM, FAO, UNFPA, World Bank, United Nations (ESCAP), UNIDO, INSTRAW, UNDP, ITC
2.6	Informal sector	INSTRAW, UNIFEM, United Nations (ESCAP, ECLAC, Department of Economic and Social Development of the Secretariat, UNCTAD), UNIDO, FAO, World Bank, UNDP, UNESCO
3.	Access to services	
3.1	Health, nutrition and family planning	UNFPA, FAO, World Bank, United Nations (UNRWA, ECLAC, Department of Economic and Social Development of the Secretariat, UNDCP, UNEP, UNCTAD), UNIDO, UNIFEM
3.2	Literacy and education	UNESCO, United Nations (UNEP, UNRWA, ESCAP), UNFPA, World Bank, IMO, UNIFEM, UNDP

3.3	Housing, settlement, water, energy and transport	United Nations (Habitat, ESCAP, ECLAC, UNEP, Department of Economic and Social Development of the Secretariat), FAO, INSTRAW, UNIFEM, UNIDO, World Bank, UNDP
3.4	Other social infrastructure and support services	United Nations (UNRWA, ECLAC, ECE), World Bank, UNFPA, UNIFEM
4.	Decision-making	
4.1	Participation in management and decision-making	United Nations (UNCTAD, UNEP, Department of Economic and Social Development of the Secretariat, ESCAP, Habitat), UNFPA, UNIDO, FAO, IMO, INSTRAW, UNDP, ITC, UNIFEM
4.2	Participation in groups, associations cooperatives, trade unions and other non-governmental organizations	INSTRAW, UNIFEM, United Nations, (UNDCP, ECLAC, Habitat), FAO, UNFPA, World Bank, UNDP, ITC
5.	Improving means of international action	
5.1	Development of statistics and indicators	United Nations (Department of Economic and Social Development of the Secretariat, ESCAP, ECA, ECE, Habitat, UNDCP, UNCTAD), INSTRAW, FAO, UNIFEM, World Bank, UNFPA, UNDP, IMO, UNIDO
5.2	Information dissemination	United Nations (UNEP, ESCAP, ECLAC, Habitat, UNDCP, UNCTAD), INSTRAW, FAO, UNIFEM, World Bank, UNFPA, IMO, UNDP, ITC
5.3	Research, policy analysis and dissemination	United Nations (Department of Economic and Social Development of the Secretariat, ECLAC, ESCAP, Habitat, UNCTAD, UNDCP), INSTRAW, UNIFEM, UNESCO, FAO, UNFPA, UNIDO, World Bank, UNDP
5.4	Technical cooperation, training and advisory services	United Nations (Department of Economic and Social Development of the Secretariat, Habitat, ECLAC, ECE, ESCAP, UNEP), UNIFEM, FAO, UNIDO, INSTRAW, UNESCO, IMO, UNFPA, World Bank, UNDP, ITC
5.5	Science and technology	UNIDO, FAO, United Nations (UNEP), UNIFEM, UNESCO, IMO, ITC

6.	Comprehensive approaches to women and development	
6.1	Analysis of the interrelationship of factors affecting women and development	United Nations (ESCAP, UNEP, UNCTAD, Habitat), INSTRAW, UNIFEM, IMO, FAO, UNESCO, UNIDO, World Bank
6.2	Monitoring and review and appraisal of basic policy guidelines and national experience	United Nations (ESCAP, Habitat/UNDCP), UNIFEM, World Bank, UNFPA, FAO, UNIDO, UNDP
6.3	Strengthening national machineries and mechanisms for planning and policy-making	United Nations (ESCAP), UNIFEM, INSTRAW, UNFPA, FAO, UNDP, ITC
6.4	Coordinating a system-wide approach to women and development	United Nations (Department of Economic and Social Development of the Secretariat, UNIFEM, UNEP, Habitat, ECLAC, ESCAP), FAO, UNFPA, INSTRAW, ITC